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Occupational mobility dimensions in Greece

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Abstract

Mobility of labour both geographical and job or occupational mobility according to reports of several European Foundations and Institutes (e.g. Eurofound, IZA, CEPS, Danish Technological Institute etc), is an EU key objective of the European labour market. While mobility operates as one of EU's real adjustment mechanisms for macroeconomic shocks, its low levels still remain a serious problem for the European Integration (Janiak, A. &Wasmer, E., 2008). As there is a lack of relevant researches on this field in Greece, this paper attempts to study the employment mobility of Greek unemployed job seekers. Job mobility, geographical mobility and occupational mobility, combined with job mobility or regardless job mobility, are being correlated with career attitudes, using the Boundaryless Career Attitudes Scale, constructed by Briscoe & Hall (2005), as well as several concepts of networking, based on three questionnaires studying job seeking, constructed by Wanberg et al. (2000) and Lambert et al. (2006). Implicative Statistical Analysis was released for the data analysis. In this study 62 unemployed people expressed their insights regarding occupational mobility. A strong argument of the impact of occupational mobility on human lives in Greece was made and further implications were discussed

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1. Introduction

The notion of Mobility is more relevant than ever, especially in Greece which is experiencing the most difficult economic crisis in its history and unemployment rates are extremely high. According to the annual report of the Institute of Labor GSEE (2013) the increase of unemployment was around 30% or 1.500.000 people on average for 2013 and projected to be 31.5% or 1.750.000 on average people for 2014. Labor mobility is essential.

The present study explores Greek unemployed job seekers' attitudes toward occupational mobility in a sense of networking comfort, networking intensity, diversity and range. At this point these notions need to be clarified.

More specific this survey is based on the study of the contemporary notion of boundaryless careers (Arthur, 1994) according to which networking or "knowing whom" is regarded to be a career competence (Arthur et. al, 1995) and also a career attitude (Briscoe & Hall, 2006) that promotes labor mobility. Boundaries less career attitudes are divided in two dimensions. The first one is related to mindset and the second to organizational mobility preference, according to the Boundaryless Career Attitudes Scale, constructed by Briscoe & Hall (2006). According to Briscoe & Hall (2006), boundary less mindset is "one's general attitude to working across organizational boundaries and organizational mobility preference is related to the strength of interest in remaining with a single (or multiple) employer(s)" (p. 33). According to Wanberg et al. (2000), networking comfort is considered as a "procedure-specific constellation of evaluative beliefs that portray an individual's attitudes toward using networking as a job-search method" (p. 494). Networking intensity was defined as "the frequency and thoroughness of using networking in the job search (e.g., the frequency and thoroughness of contacting other people to get information, leads, or advice about job opportunities and the job search process" (Wanberg et al., 2000, p. 495). Networking quality, according to Lambert et al. (2006), was "conceptualized as consisting of two dimensions: (a) the diversity or breadth among network contacts (network diversity) and (b) the perceived value of the information received from one's contacts (information value)" (p. 357). Finally, range is related to "the number of different relationship contexts advisors come from and finally density describes the extent to which the alters know and/or are connected to one another", according to Burt, 1983; Brass, 1995; Krackhardt, 1992 as cited in Higgins work (Higgins, 2001, p. 598).

2. Sample

The sample consists of 62 unemployed job seekers from Greece

3. Research instrument

A questionnaire was used as a research tool that was created on the basis of seven subscales according to the literature review as follows: The factor of attitude towards working across organizational boundaries named MINDSET, the Organizational mobility preference factor named PREFERENCE, the Networking Comfort factor named COMFORT, the Networking intensity factor named INTENSITY, the Networking density factor named DIVERSITY scale and Information value factor named INFORMATION

4. Data analysis methodology

Implicative Statistical Analysis: It is a data analysis devoted to the extraction and the structuration of quasi-implications and was originally developed by Gras (Gras & Kuntz, 2008). According to Couturier (2008) Implicative Statistical Analysis establishes the following properties between the variables it handles: 1. the relationship between variables that are dys-symmetrical, 2.the association (wording) of measures that are not linear and are based on probabilities, and 3. the user's possibility to use graphical representations that follows the semantic of the relationship. For the analysis of the collected data of this research, the Hierarchical Clustering of Variables and Gras' Implicative Statistical Analysis method was conducted using a computer software called C.H.I.C. (Classification Hiérarchique, Implicative et Cohésive) (Bodin, Couturier & Gras, 2000). For the needs of the present study, Similarity, Hierarchical and Implicative diagram have been released by the application of C.H.I.C. software on the research data (Bodin, Couturier & Gras, 2000). C.H.I.C. given a set of data enables the extraction of

association rules. Based on the implication intensity and the similarity intensity, C.H.I.C. allows the building of two trees and one graph (Couturier & Gras, 2005; Couturier, 2008). The most classical tree is a similarity tree that is based on the similarity index defined by Lerman (1981) and it does not provide a non-oriented classification.

5. Purpose of the study

The study examines the real dimension of factors having influence on occupational mobility. Factors as attitude to working across organizational boundaries, Organizational mobility preference, the Networking Comfort, the Networking intensity, Networking density and Information value seem to have enormous impact on unemployed job seekers' behaviour in relation to occupational mobility. The study tries to analyse in detail their dimension.

For this reason the sixteen following hypotheses are examined:

Ho1. All variables MINDSET, INTENSITY, DIVERSITY, INFORMATION, PREFERENCE COMFORT relate with each other, influencing the response of 62 unemployed job seekers toward the examined scales in the same way and constitute a unique attitude.

Ho2: MINDSET factor has a strong correlation with PREFERENCE factor.
Ho3: MINDSET factor has a strong correlation with COMFORT factor.
Ho4: MINDSET factor has a strong correlation with INTENSITY factor.
Ho5: MINDSET factor has a strong correlation with DIVERSITY factor.
Ho6: MINDSET factor has a strong correlation with INFORMATION factor.
Ho7: PREFERENCE factor has a strong correlation with COMFORT factor.
Ho8: PREFERENCE factor has a strong correlation with INTENSITY factor.
Ho9: PREFERENCE factor has a strong correlation with DIVERSITY factor.
Ho10: PREFERENCE factor has a strong correlation with INFORMATION factor.
Ho11: COMFORT factor has a strong correlation with INTENSITY factor.
Ho12: COMFORT factor has a strong correlation with DIVERSITY factor.
Ho13: COMFORT factor has a strong correlation with INFORMATION factor.
Ho14: INTENSITY factor has a strong correlation with DIVERSITY factor.
Ho15: INTENSITY factor has a strong correlation with INFORMATION factor.
Ho16: DIVERSITY factor has a strong correlation with INFORMATION factor.

6. Implicative statistical analysis' results

Remarks on the Similarity diagram. In the similarity (Figure 1: Similarity Diagram) the items groupings are presented based on the 62 unemployed people's answers, concerning occupation mobility. The similarities are significant in a level of 99%.

Based on the specific diagram we can make the following observations: In the similarity diagram (Diagram 1: Similarity diagram) one distinct similarity subgroup is distinguished (Group A).

The first subgroup A refers to relations among the variables (((MINDSET INTENSITY) (DIVERSITY INFORMATION)) (PREFERENCE COMFORT)) (Group A). In particular, the strongest similarity in this subgroup is between items MINDSET and INTENSITY (Classification au niveau: 1 : (MINDSET INTENSITY) similarite : 0.763327). There is also a close similarity among variables PREFERENCE and COMFORT (Classification au niveau : 2 : (PREFERENCE COMFORT) similarite : 0.607643). There is a close similarity among variables DIVERSITY and INFORMATION (Classification au niveau : 3 : (DIVERSITY INFORMATION) similarite : 0.578088). Equally, the similarity among the variable ((MINDSET INTENSITY) (DIVERSITY INFORMATION)) is significant (Classification au niveau : 4 : ((MINDSET INTENSITY) (DIVERSITY INFORMATION)) similarite : 0.523267). Equally, the similarity of the whole group is significant (Classification au niveau : 5 : (((MINDSET INTENSITY) (DIVERSITY INFORMATION)) (PREFERENCE COMFORT)) similarite : 0.5163975).

From the similarity diagram we derive that all variables MINDSET, INTENSITY, DIVERSITY, INFORMATION, PREFERENCE and COMFORT relate with each other, not only within subgroups.

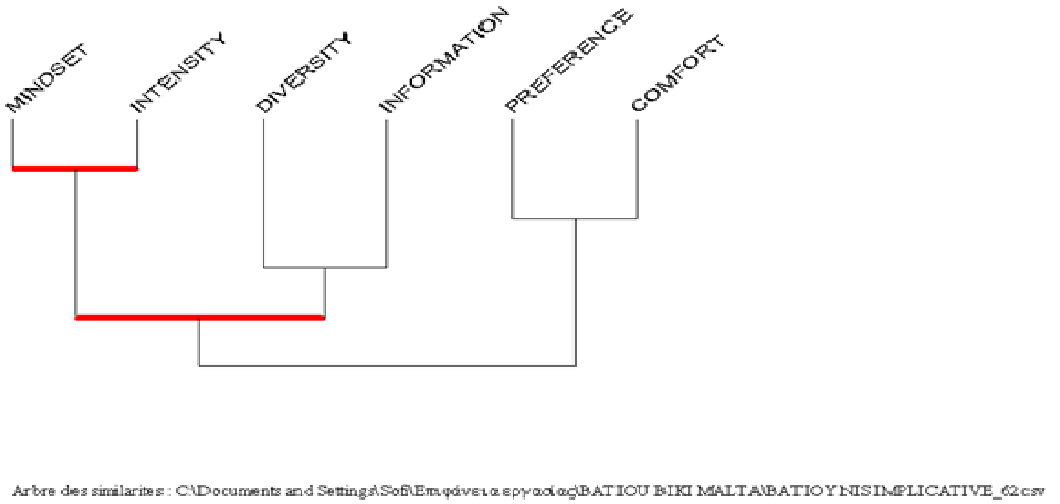

Figure 1: Similarity Diagram

Consequently the null hypothesis Ho1, which claims that all variables MINDSET, INTENSITY, DIVERSITY, INFORMATION, PREFERENCE and COMFORT relate with each other, influencing the response of 62 unemployed job seekers toward the examined scales in the same way and constitute a unique attitude, is verified.

The null hypothesis Ho2, which supports that MINDSET factor has a strong correlation with PREFERENCE factor, is verified.

The null hypothesis Ho3, which maintains that MINDSET factor has a strong correlation with COMFORT factor, is verified.

The null hypothesis Ho4, which supports that MINDSET factor has a strong correlation with INTENSITY factor, is verified.

The null hypothesis Ho5, which declares that MINDSET factor has a strong correlation with DIVERSITY factor, is verified.

The null hypothesis Ho6, which supports that MINDSET factor has a strong correlation with INFORMATION factor, is verified.

The null hypothesis Ho7, which defends that PREFERENCE factor has a strong correlation with COMFORT factor, is verified.

The null hypothesis Ho8, which holds that PREFERENCE factor has a strong correlation with INTENSITY factor, is verified.

The null hypothesis Ho9, which supports that PREFERENCE factor has a strong correlation with DIVERSITY factor, is verified.

The null hypothesis Ho10, which maintains that PREFERENCE factor has a strong correlation with INFORMATION factor, is verified.

The null hypothesis Ho11, which supports that COMFORT factor has a strong correlation with INTENSITY factor, is verified.

The null hypothesis Ho12, which claim that COMFORT factor has a strong correlation with DIVERSITY factor, is verified.

The null hypothesis Ho13, which supports that COMFORT factor has a strong correlation with INFORMATION factor, is verified.

The null hypothesis Ho14, which upholds that INTENSITY factor has a strong correlation with DIVERSITY factor, is verified.

The null hypothesis Ho15, which supports that INTENSITY factor has a strong correlation with INFORMATION factor, is verified.

Ho16: which maintains that DIVERSITY factor has a strong correlation with INFORMATION factor, is verified.

Remarks on the Hierarchical Diagram: In the hierarchical diagram (Figure 2: Hierarchical diagram) the hierarchical relations among factors in order of importance are displayed. In addition, in the hierarchical diagram we can see the direction of these relations. The implications are significant in a level of importance of 99%. The one hierarchical group refers to INTENSITY and MINDSET (Classification au niveau : 1 : (INTENSITY MINDSET) cohesion : 0.882). The hierarchical group refers to items INTENSITY and MINDSET factors and shows that the importance of INTENSITY factor leads to the importance of MINDSET factor. The partial hierarchy of INTENSITY and MINDSET factors (cohesion: 0.882) is very strong.

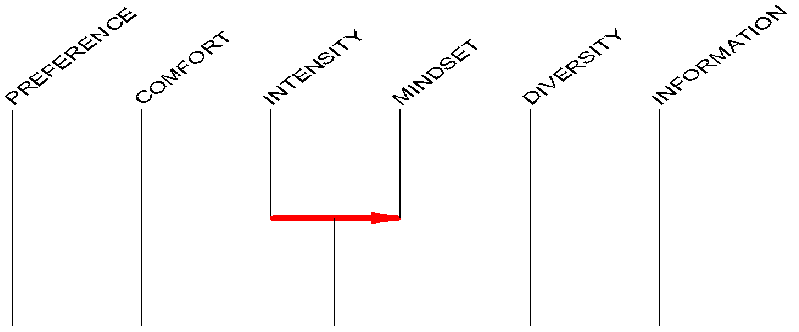

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Figure 2:Hierarchical diagram

Remarks on the Implicative Diagram: The implicative diagram shows the implicative relations between the variables (Figure 3: Implicative Diagram). According to this diagram, all the tasks of the test are connected by implicative relations. The implications represent relations significant at levels of 99% respectively.

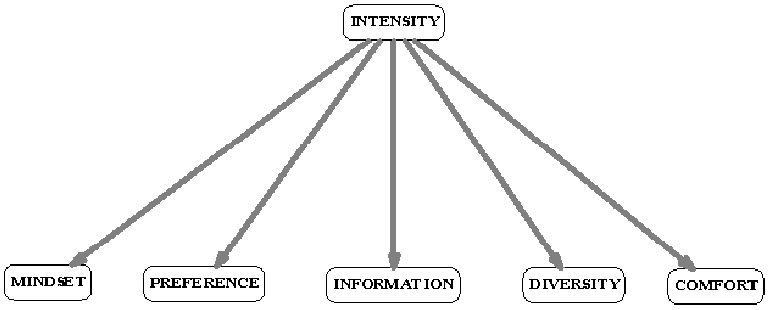

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Figure 3: Implicative Diagram

According to the implicative graph (Figure 3: Implicative Diagram), factors which referred to the INTENSITY factor can lead and shape MINDSET, PREFERENCE, INFORMATION, DIVERSITY, COMFORT factors.

7. Conclusion

This study explores unemployed people's perceptions regarding occupation mobility. Basically the study explores Greeks unemployed individuals' opinions in relation to attitude to working across organizational boundaries, Organizational mobility preference, the Networking Comfort, the Networking intensity, Networking density and Information value in respect of occupation mobility.

The results of Implicative statistical analysis of the data shows analytically that the relation between the above six factors is significant. Especially, the similarities range from significant to very significant.

More specifically MINDSET has a strong correlation with INTENSITY and DIVERSITY AND INFORMATION factors. PREFERENCE has a similar correlation COMFORT factor. Finally, all six factors have a significant similarity. These results are in a line with the results of the questioners when examined.

In particular at the study of Briscoe & Hall (2006), Boundaryless mindset factor and Organizational mobility preference actually exhibited a negative correlation at the first study. When a second study conducted to investigate the reliability and validity of the scales Boundaryless mindset showed a significant positive correlation with mobility preference. As far as it may concern the Networking Comfort the study of Wanberg et al. (2000) indicated that networking comfort is predictive of networking intensity as to the addition of networking comfort of the equation for networking intensity was associated with an increment in R" of .14. Finally at the study of Lambert et al. (2006), networking diversity and information value were found significant and negative correlated, while Higgins (2001), did not find a correlation among density and range, the two components of diversity.

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